

Do jobs have a gender?

1st Activity - Individual

The below occupation checklist is given for the participants. They have to choose individually among the job list if they consider that the job is for male, female or for both genders. This paper they can keep it.

The aim of the activity to understand the wide scale of job opportunities and at the end of the workshop to be explained that all the jobs are for both...and never should be a question about which sex is able to do these jobs.

OCCUPATION CHECKLIST

Check whether you believe it is a male's occupation, female's occupation, or both.

Construction Worker	M	F	BOTH
Flight Attendant	M	F	BOTH
Social Worker	M	F	BOTH
Secretary	M	F	BOTH
Elementary Teacher	M	F	BOTH
Hair Stylist	M	F	BOTH
Model	M	F	BOTH
Store Clerk	M	F	BOTH
Veterinarian	M	F	BOTH
Physical Education Teacher	M	F	BOTH
Cook	M	F	BOTH
Photographer	M	F	BOTH
Nurse	M	F	BOTH
Computer Analyst	M	F	BOTH
Machinist	M	F	BOTH
Dental Assistant Artist	M	F	BOTH
News Reporter	M	F	BOTH
Telephone Operator	M	F	BOTH
NASA Technician	M	F	BOTH
CAD Specialist	M	F	BOTH
Pharmacist	M	F	BOTH
Baby-sitter	M	F	BOTH
Newspaper Editor	M	F	BOTH
Cashier	M	F	BOTH
Mechanical Engineer	M	F	BOTH
FBI Investigator	M	F	BOTH
Plumber	M	F	BOTH
Librarian	M	F	BOTH
Licensed Practical Nurse	M	F	BOTH
Security Guard	M	F	BOTH
Day Care Worker	M	F	BOTH

Police Officer	M	F	BOTH
Bookkeeper	M	F	BOTH
Clothing Designer Graphic Artist	M	F	BOTH
Technical Writer	M	F	BOTH
Lawyer	M	F	BOTH
Physician	M	F	BOTH
Announcer	M	F	BOTH
Forest Ranger	M	F	BOTH
Physical Therapist	M	F	BOTH
Occupational Therapist	M	F	BOTH
Speech Therapist	M	F	BOTH
Carpenter	M	F	BOTH
Accountant	M	F	BOTH
Musician	M	F	BOTH
English Teacher	M	F	BOTH
Architect	M	F	BOTH
Dairy Farmer	M	F	BOTH
Auto Mechanic	M	F	BOTH
Factory Worker	M	F	BOTH
Gas Station Attendant	M	F	BOTH
Pilot	M	F	BOTH
Professional Athlete	M	F	BOTH
Computer Programmer	M	F	BOTH
Truck Driver	M	F	BOTH
Landscaper	M	F	BOTH
Bartender	M	F	BOTH
Bank Teller	M	F	BOTH
Dietitian	M	F	BOTH

2nd Activity - Energizer

Participants are asked to say in two rows facing each other. One row will be artist (sculptors), while the others the stones from which the artist will shape their statues. Several words will be told and the sculptors has to shape their statues accordingly. After each word the participants change roles, so who was before the artist will become statue.

Few words: Superhero, Leader, Care, Courage, Beauty, Strength, Feminine, Masculine

The aim of the energizer is to face them with the stereotypical way of thinking...we the society creates the stereotypes...feminine, masculine, muscle, beauty being linked to women etc.

3rd Activity - Back to childhood

A set of questions will be asked from the participants - self-reflection activity and shared within the group. First of all ask the participants to think about their childhood:

1st question: What was your favorite toy when you were a child?

2nd question: What was your favorite sport activity when you were a child?

3rd question: What was your dream job when you were a child? (What you want to be when you will be grownup?)

4th question: In what topics - job orientation you were interested when you were a teenager?

5th question: In what topics - job orientation you were not interested at all when you were a teenager?

Summary and feedback: In many cases for the first question the answer will be generalized....at early aged the parents choose the toys for the children and they tend to buy for example dolls for girls and car for boys...with sports probably will be similar...not a lot of girls will play football when they are young. For the job orientation question....the children follow examples...pilot, doctor, teacher...and in most cases these jobs are generalized by the society.

As a sum up explain it should be explained to the participants, to avoid these stereotypical way of thinking and also to not to give up their dream jobs...and more important dare to dream big.

Questions can be noted and categorized on a flipchart for better visibility.

4th Activity - Winner or Loser

Material: paper, pens, scotch, post it

Instruction:

1-Divide the participants into 2 sub-working groups

2-Ask them to choose one representative who will be the Loser or the winner depending on which group he /she is.

3-One group will create "social winner" figure and the other group will have to *create a "social loser"* character.

4-Ask all participants to first list the characteristics of their models, such as: socio-economic level, education, occupation or profession, gender, ethnic group, habits, studies, leisure activities and hobbies, clothing choices, opinions, ideas and values, family background, lifestyle, type of housing, consumption habits, interest, occupation.

5-All the characteristics should be written on post its and to be stick on the model.

Also accessories are allowed.

6- Then each group will present their model of Loser and Winner for the others and explaining why they choose the person and what characteristics they dressed up.

Comment on the participants

7- The facilitator then asks all the participants to "define the criteria of a person's society of social success or failure, the following questions will be asked:

- What are the main characteristics of social success? And what are the ones of failure?

- What are the causes of success and failure? What are the factors that make the difference?

- The people represented by the composite portraits are part of a certain gender and social group

- Are people from all groups, genders and social sectors equally likely to succeed? Who are the most favored? Most disadvantaged?

5th Activity - Matching and discussing

The following statements will be given to the participants. Each participant will get only a half of one statement. Later they have to find the other half and match with the partner.

- Men can take care of children as well as women.
- Technical skills can place men and women on an equal footing.
- If we want society to view us differently, we must first view ourselves differently.
- Women do two-thirds of the work but receive only one-tenth of the total income. (refer to Unesco).
- If you have not heard her story, you have heard only half of history.
- Women can work as hard as men can.
- When one thinks of an engineer, one hardly ever thinks of a woman.
- In 2017, the highest gender pay gap in the EU was recorded in Estonia (25.6 %) and the lowest in Romania (3.5 %) (refer to Eurostat).
- Gender differs from sex in that it is social and cultural, rather than biological.

The Statements after being matched will be categorized according to the below topics. Participants should form groups and discuss about these topics. Later to be presented to the groups and have debate.

Discussion Topics

- GENDER DISCRIMINATION - WHAT KIND/TYPE OF GENDER DISCRIMINATION CAN BE ENCOUNTERED AT WORKPLACE?
- GENDER DISCRIMINATION AT HIRING - WHAT KIND/TYPE OF GENDER DISCRIMINATION CAN BE ENCOUNTERED AT HIRING?
- TRADITIONAL GENDER ROLES IN THE WORKPLACE - WHAT KIND OF JOBS ARE GENDERED AND WHY?
- INEQUITY DECISION MAKING - LEADING POSITIONS (PUBLIC SECTOR, PRIVATE SECTOR) TRUSTED LEADERS/REPRESENTATIVES ---- (INEQUITY - CAN WE SPEAK ABOUT INEQUITY AT SALARY RANGES?)